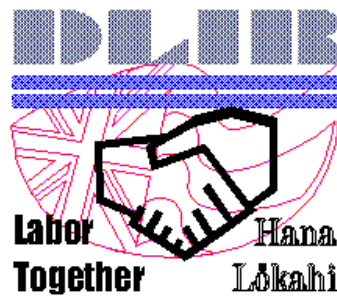
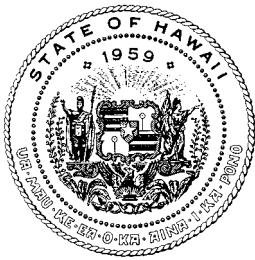


A STUDY OF ETHNIC COMPOSITION OF MASS LAYOFF EVENTS IN HAWAII



**State of Hawaii
Department of Labor and Industrial Relations
Research and Statistics Office**

September 2002



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Acknowledgements: Janet Kaya, also of the Labor Force Research Section, and Sandra Wachi, of the Labor Market Research Section, for their assistance in providing invaluable information; Unemployment Insurance Division staff who provided unemployment claims statistics; and Linda Starr of the Information and Communication Services Division of the Department of Accounting and General Services, for her data processing applications.

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A Study of Ethnic Composition of Mass Layoffs Events In Hawaii

September 2002

Pages of this publication are also available on the internet at:

<http://www.state.hi.us/dlir/rs/loihi>

This report is the result of a research grant awarded by the U.S Bureau of Labor Statistics (BLS) to the Hawaii State Department of Labor Research & Statistics Office Mass Layoff Statistics Program. The concepts, definitions, and technical procedures used in compiling the data were established by the BLS.

A glossary of terms is included in this publication. For an accurate interpretation of the data, please refer to the definitions section.

Comments and suggestions regarding the format or content of this report are welcome. Please direct inquiries to:

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BACKGROUND

This report is derived from data resources utilized for the Mass Layoff Statistics program. MLS is a cooperative program between the United States Department of Labor, Bureau of Labor Statistics and state agencies that seeks to identify and describe the impact of major *permanent* job cutbacks. (For program purposes, a permanent job cutback is defined as separation from employment for a period of more than 30 days). It was established in response to section 462(e) of PL 97-300, the Job Training Partnership Act (JTPA). The goals of the MLS program are as follows:

- to identify major layoffs and closings
- to identify establishments having layoffs
- to obtain demographic data on claimants
- to identify reasons for the layoff and duration
- to identify the continuing impact of the layoff on the claimants
- to identify claimants who exhaust their regular UI state benefits
- to assist state dislocated worker units in identifying dislocated workers

INTRODUCTION

The primary focus of this report is to analyze the ethnic composition of initial and continued unemployment claimants of mass layoffs occurring over a 12-month period during 2000-2001. Under the current Mass Layoff Statistics database program (WinMLS), race/ethnic classifications are somewhat limited with respect to Hawaii's unique ethnic mix. At least two-thirds of Hawaii's civilian labor force of roughly 600,000 is classified under the racial category of Asian/Pacific Islander¹. The State of Hawaii Department of Labor & Industrial Relations' (DLIR) Labor Market Research Section, using census data, periodically compiles employment data profiling ethnic groups, along with other demographic characteristics. The data consistently reveals that within the Asian/Pacific racial category, different ethnic groups exhibit significant differences in employment/unemployment status. There can be several socio-economic factors that create these differences. For example, groups that have disproportionate numbers of immigrants or Native Hawaiians may be employed more heavily in industries where mass layoffs occur more frequently. In Hawaii, the volatile agriculture, food manufacturing, and hotel industries typically have a high concentration of immigrants. Due to the fluctuations of these industries, its workers file a substantial number of unemployment claims. It is therefore hypothesized that ethnic groups with typically high proportions of immigrants and/or Native Hawaiians are affected in disproportionate numbers by mass layoffs.

The data generated from this report could be utilized by numerous social services agencies. Two examples of agencies within the DLIR are the Office of Community Services (OCS) and the Workforce Development Division (WDD). OCS, which is "mandated to provide needed human services programs for Hawaii's economically disadvantaged, immigrants, and refugees", could reference data from this report for grant proposals and meeting government guidelines. WDD acts as an employment service available to the general public. Through better understanding of the dynamics of the labor force via information that profiles workers, WDD may better serve the needs of both the local workforce and employers.

¹ Hawaii State Department of Labor & Industrial Relations Labor Market Research Section, *Labor Force Information by Sex and Race*, Table 1A State of Hawaii 2001

METHODOLOGY

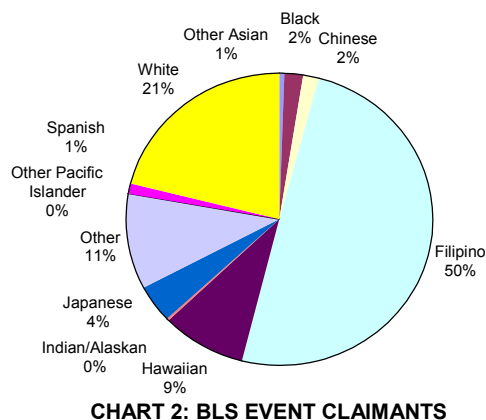
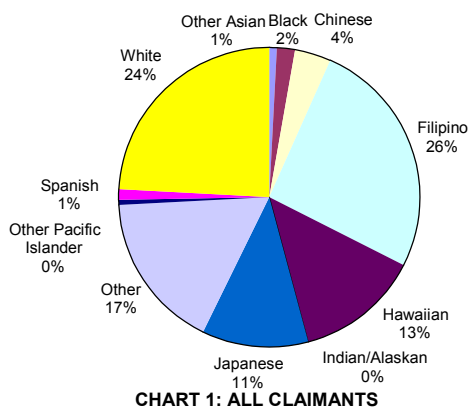
Unemployment claimant data for this report covers the 12-month period from October 2000 through September 2001. For each month, *only a single week's initial unemployment claims file was sampled*, namely the week that included the 12th of the month. The same sample time frame also holds true in the analysis of continued claims. The weekly initial unemployment claims file inputted into the Mass Layoff Statistics database program (WinMLS) contains individual claimant data including race/ethnicity, gender, birth date, and last employer UI account number. WinMLS "filters through" claimant data inputted every week and distinguishes 'BLS events' as those layoff events consisting of employers with 50 or more initial unemployment claims filed during a consecutive 5-week period, resulting in separations of 50 or more employees of a duration greater than 30 days. For this project, upon generating a list of 'BLS events', this list was matched with individual initial unemployment claims records via employer UI account number. Hence, the demographic profiles of initial unemployment claimants that were part of 'BLS event' (50+) -level mass layoffs were extracted, and subsequently subjected to various cross-tabulations.

ANALYSIS

Ethnicity- all claimants vs. BLS event claimants

In the sample frame of the 12th of the month from the period October 2000- September 2001, there were 15,605 initial claims filed (see TABLE A). Filipinos had the most initial claims, at 26%, followed by Whites (24%), Other (17%), and Native Hawaiians (13%) (see Chart 1). These percentages are generally in line with the various ethnic groups' shares of the civilian labor force in 2001, with Filipinos being somewhat "over represented" in initial claims, with respect to a 16% share of the state labor force.² However, in the sample of BLS event claimants of 480, Filipino's comprised half (50%) of the claimants (see Chart 2), a difference of 24% in comparison to their share in the all claimant sample (see TABLE A). All other ethnic groups' shares in the BLS event sample were either relatively similar to their representation in the all claimant sample or lower. Japanese and the Other category had the biggest declines in percentage in the BLS event sample versus the all claimant sample at 7%. Clearly, Filipinos comprised a much greater percentage of BLS event claimants than other ethnic groups, especially with respect to their proportion of all claimants.

TABLE A: CLAIMANTS: ALL VS. BLS-EVENTS			
ETHNIC GROUP	all claimants	'BLS' claimants	difference
Black	2%	2%	0%
Chinese	4%	2%	-2%
Filipino	26%	50%	24%
Hawaiian	13%	9%	-4%
Indian/Alaskan	0%	0%	0%
Japanese	11%	4%	-7%
Other	17%	11%	-7%
Other Asian	1%	1%	0%
Other Pacific Islander	0%	0%	0%
Spanish	1%	1%	0%
White	24%	21%	-3%
sample size:	15,605 claims	480 claims	
NOTE: differences may exist due to rounding			



² Hawaii State Department of Labor & Industrial Relations Labor Market Research Section, *Labor Force Information by Sex and Race*, Table 1A State of Hawaii 2001

County and ethnicity- all claimants vs. BLS event claimants

On Oahu, in the all claimant sample, Filipinos and the Other category had the highest percentage of claimants at 23% each, followed by Whites (20%), and Japanese (13%) (see TABLE B). In the BLS event sample, Filipinos comprised 35% of the claimants, followed by Whites (28%), and the Other category (19%) (see TABLE C). In comparing data between the samples, it is seen that Filipinos (+12%) and Whites (+8%) were more represented in BLS events on Oahu, while Japanese (-10%) were less represented (see TABLE D).

On the Big Island of Hawaii, the all claimant sample was most highly represented by Filipinos (32%), Whites (29%), and Native Hawaiians (24%) (see TABLE B). However, in the BLS event sample, Filipinos comprised nearly two-thirds of the claimants (65%), with Whites (13%) and Native Hawaiians (11%) tallying much less claimants (see TABLE C). On the Big Island, Filipinos (+32%) composed a much higher percentage of BLS event claimants than they did with respect to all claimants, while Whites (-15%) and Native Hawaiians (-14%) were fewer proportionally in BLS events (see TABLE D).

In Maui County, Whites (35%) had the most claimants in the all claimant sample. Filipinos were next at 24%, with Native Hawaiians and the Other category following at 16% each (see TABLE B). In the BLS event sample, Filipino led the way with 41% of claimants, with Native Hawaiians (25%) and Whites (23%) next in number (see TABLE C). In comparing the two samples, we see that Filipinos (+17%) and Native Hawaiians (+9%) were more represented in BLS events, while Whites (-12%) and the Other category (-9%) were less represented (see TABLE D).

On Kauai, in the all claimant sample, Filipinos had the most claimants at 39%, followed by Whites (30%) and Native Hawaiians (14%) (see TABLE B). In the BLS event sample, about two-thirds (66%) of the claimants on Kauai were Filipino (see TABLE C). Whites were a distant second at 18%. Comparison of the two samples revealed that Filipinos (+27%) were much more represented in BLS events, while Whites (-13%) were less represented (see TABLE D).

TABLE B: ALL CLAIMANTS BY COUNTY					TABLE C: BLS EVENT CLAIMANTS BY COUNTY				
ETHNIC GROUP	Oahu	Hawaii	Maui Cty	Kauai	ETHNIC GROUP	Oahu	Hawaii	Maui Cty	Kauai
Black	3%	1%	1%	1%	Black	4%	1%	0%	0%
Chinese	5%	1%	1%	1%	Chinese	2%	2%	0%	0%
Filipino	23%	32%	24%	39%	Filipino	35%	65%	41%	66%
Hawaiian	10%	24%	16%	14%	Hawaiian	5%	11%	25%	7%
Indian/Alaskan	0%	0%	0%	1%	Indian/Alaskan	1%	0%	0%	0%
Japanese	13%	8%	6%	8%	Japanese	4%	4%	5%	4%
Other	23%	3%	16%	6%	Other	19%	4%	7%	4%
Other Asian	1%	0%	0%	0%	Other Asian	1%	0%	0%	0%
Other Pacific Islander	1%	0%	0%	0%	Other Pacific Islander	0%	0%	0%	0%
Spanish	1%	2%	1%	0%	Spanish	1%	1%	0%	1%
White	20%	29%	35%	30%	White	28%	13%	23%	18%

TABLE D: DIFFERENCE OF ALL VS. BLS EVENT CLAIMANTS				
ETHNIC GROUP	Oahu	Hawaii	Maui Cty	Kauai
Black	1%	0%	-1%	-1%
Chinese	-3%	1%	-1%	-1%
Filipino	12%	32%	17%	27%
Hawaiian	-5%	-14%	9%	-7%
Indian/Alaskan	1%	0%	0%	-1%
Japanese	-10%	-4%	-2%	-3%
Other	-4%	0%	-9%	-2%
Other Asian	0%	0%	0%	0%
Other Pacific Islander	-1%	0%	0%	0%
Spanish	0%	0%	-1%	1%
White	8%	-15%	-12%	-13%
NOTE: differences may not 'add' with TABLES B and C due to rounding.				

Industry and ethnicity- BLS event claimants

In the BLS event sample, there were 5 major industries involving 25 events with 480 sample claims (see TABLE E). Filipinos had the highest percentage of claimants in Agriculture (77%), Construction (56%), and in the combined Transportation, Communications, and Utilities (TCU) industries (34%) (see TABLE F). Filipinos also comprised the second highest count in the Services sector. However, within services, Filipinos had the highest percentage of claimants in the hotel sector at 43%. Whites had the greatest proportion of claimants in government (44%) and services (35%), and the second highest number of claimants within TCU (25%). Blacks had the second highest percentage of claimants in government (22%). It should be noted however, that in government there was only one event with a relatively small number of claimants on the sample.

TABLE E: BLS SAMPLE EVENTS BY INDUSTRY			
INDUSTRY	Events	sample claims	total claims
Agriculture	5	171	561
Construction and Mining	3	54	263
Transportation, Communications, and Utilities	6	113	861
Services	10	115	2,622
Government	1	27	111
TOTAL	25	480	4,418

TABLE F: BLS EVENT CLAIMANTS BY INDUSTRY						
ETHNIC GROUP	Agriculture	Construction	TCU	Services		Government
				total	Hotels	
Black	0%	0%	3%	0%	0%	22%
Chinese	1%	2%	3%	3%	4%	0%
Filipino	77%	56%	34%	31%	43%	11%
Hawaiian	6%	11%	7%	16%	17%	0%
Indian/Alaskan	0%	0%	2%	0%	0%	0%
Japanese	4%	6%	4%	3%	4%	4%
Other	4%	9%	19%	11%	7%	19%
Other Asian	0%	0%	3%	0%	0%	0%
Other Pacific Islander	0%	0%	0%	0%	0%	0%
Spanish	1%	0%	2%	2%	3%	0%
White	8%	17%	25%	35%	22%	44%

County, industry, and ethnicity- BLS event claimants

In Agriculture, about two-thirds (64%) of the sample claimants were on the Big Island, with Filipinos accounting for 81% in that county (see TABLE G). About one-third (36%) of the statewide total was on Kauai, with Filipinos comprising 72% of Kauai's total in Agriculture.

In Construction, 80% of the sample claimants were on Oahu. On Oahu, about two-thirds (67%) of the claimants in construction were Filipino.

In the combined Transportation, Communications, and Utilities industries, a large majority (83%) of the sample claimants were on Oahu. Of those on Oahu, over one-third (36%) were Filipino, while about one-quarter (26%) were White.

In Services, Whites comprised over one-third (37%) of the sample claimants on Oahu, about two-fifths (39%) on Kauai, and about one-quarter (24%) in Maui County. Filipinos made up half (50%) of the sample claimants on Kauai, and about two-fifths (41%) in Maui County. Native Hawaiians were about one-quarter (27%) of the sample claimants in Maui County.

In Government, almost all (96%) the claimants in this limited sample were on Oahu. Whites comprised almost half (46%) of the sample claimants in Government on Oahu.

TABLE G: BLS EVENT CLAIMANTS BY INDUSTRY AND COUNTY												
ETHNIC GROUP	Agriculture				Construction				TCU			
	Hawaii	Oahu	Kauai	Maui Cty	Hawaii	Oahu	Kauai	Maui Cty	Hawaii	Oahu	Kauai	Maui Cty
Black	0%	0%	0%	NA	0%	0%	NA	0%	6%	2%	0%	0%
Chinese	1%	0%	0%	NA	14%	0%	NA	0%	6%	2%	0%	0%
Filipino	81%	0%	72%	NA	0%	67%	NA	25%	13%	36%	100%	50%
Hawaiian	5%	0%	8%	NA	43%	5%	NA	25%	25%	4%	0%	0%
Indian/Alaskan	0%	0%	0%	NA	0%	0%	NA	0%	0%	2%	0%	0%
Japanese	3%	0%	7%	NA	0%	5%	NA	25%	13%	3%	0%	0%
Other	4%	100%	3%	NA	0%	9%	NA	25%	6%	21%	0%	0%
Other Asian	0%	0%	0%	NA	0%	0%	NA	0%	0%	3%	0%	0%
Other Pacific Islander	0%	0%	0%	NA	0%	0%	NA	0%	0%	0%	0%	0%
Spanish	0%	0%	2%	NA	0%	0%	NA	0%	13%	0%	0%	0%
White	7%	0%	8%	NA	43%	14%	NA	0%	19%	26%	0%	50%
county as % of total	64%	1%	36%	0%	13%	80%	0%	7%	14%	83%	1%	2%

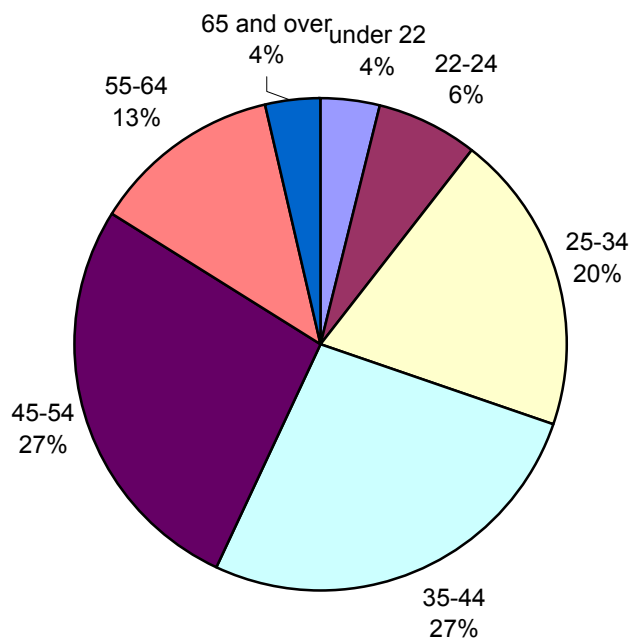
TABLE G cont.								
ETHNIC GROUP	Services				Government			
	Hawaii	Oahu	Kauai	Maui Cty	Hawaii	Oahu	Kauai	Maui Cty
Black	0%	0%	0%	0%	NA	23%	NA	0%
Chinese	0%	7%	0%	0%	NA	0%	NA	0%
Filipino	11%	15%	50%	41%	NA	8%	NA	100%
Hawaiian	33%	10%	4%	27%	NA	0%	NA	0%
Indian/Alaskan	0%	0%	0%	0%	NA	0%	NA	0%
Japanese	0%	5%	0%	3%	NA	4%	NA	0%
Other	0%	22%	7%	5%	NA	19%	NA	0%
Other Asian	0%	0%	0%	0%	NA	0%	NA	0%
Other Pacific Islander	0%	0%	0%	0%	NA	0%	NA	0%
Spanish	0%	5%	0%	0%	NA	0%	NA	0%
White	56%	37%	39%	24%	NA	46%	NA	0%
county as % of total	8%	36%	24%	32%	0%	96%	0%	4%

Age group and ethnicity- BLS event claimants

In all age categories except one (25-34), Filipinos had the highest percentage of BLS event sample claimants (see TABLE H). Nearly three-quarters (74%) of the sample contained claimants within the “prime” working ages of 25-54 (see CHART 3). In the 25-34 age group, Whites had the most claimants at 33%, followed by Filipinos at 29%. In the 35-44 and 45-54 age groups, Filipinos had slightly over half the claimants at 53% and 52% respectively. Whites were a distant second in these age groups with about one-fifth (21% and 18% respectively) of the claimants. About two-thirds (67%) of the claimants in the 55-64 age group were Filipino. Also, in the small (4% of the sample) 65 and over category, Filipino comprised 88% of the claimants.

TABLE H: BLS EVENT CLAIMANTS BY AGE							
ETHNIC GROUP	Under 22	22-24	25-34	35-44	45-54	55-64	65 and over
Black	16%	3%	3%	0%	2%	0%	0%
Chinese	0%	0%	3%	2%	2%	2%	0%
Filipino	32%	45%	29%	53%	52%	67%	88%
Hawaiian	16%	3%	9%	9%	9%	10%	0%
Indian/Alaskan	0%	0%	1%	1%	0%	0%	0%
Japanese	0%	0%	2%	7%	5%	2%	0%
Other	11%	29%	16%	5%	12%	5%	0%
Other Asian	0%	0%	2%	1%	0%	0%	0%
Other Pacific Islander	0%	0%	0%	0%	0%	0%	0%
Spanish	0%	0%	1%	2%	0%	3%	0%
White	26%	19%	33%	21%	18%	12%	12%
Age group as % of total	4%	6%	20%	27%	27%	13%	4%

CHART 3: AGE GROUP SAMPLE COMPOSITION



Age group, industry, and ethnicity- BLS event claimants

Of the five industries that were represented in the BLS event sample, agriculture displayed the most prominent data regarding ethnicity. In agriculture, over three-quarters of the sample claimants were Filipino. Upon more detailed breakdown of industries by age category, more insight within this industry was revealed. About half (50%) of the total sample claimants in agriculture were Filipinos 45 and older, with a sizeable percentage being Filipinos 65 and older (7%) (see TABLE I). With Agriculture claimants accounting for more than a third of the BLS event sample, it can be seen how this industry greatly contributed to the high percentages of Filipino claimants in the age categories from ages 35 and over (see TABLE H)

TABLE I: BLS EVENT CLAIMANTS BY AGE (% OF TOTAL)- AGRICULTURE							
ETHNIC GROUP	<u>under 22</u>	<u>22-24</u>	<u>25-34</u>	<u>35-44</u>	<u>45-54</u>	<u>55-64</u>	<u>65&older</u>
Black	0%	0%	0%	0%	0%	0%	0%
Chinese	0%	0%	0%	0%	0%	1%	0%
Filipino	0%	2%	6%	19%	26%	17%	7%
Hawaiian	0%	0%	1%	1%	2%	2%	0%
Indian/Alaskan	0%	0%	0%	0%	0%	0%	0%
Japanese	0%	0%	0%	2%	2%	1%	0%
Other	1%	0%	1%	1%	2%	0%	0%
Other Asian	0%	0%	0%	0%	0%	0%	0%
Other Pacific Islander	0%	0%	0%	0%	0%	0%	0%
Spanish	0%	0%	1%	0%	0%	0%	0%
White	0%	0%	2%	2%	3%	1%	1%

Gender- all claimants vs. BLS event claimants

In the all claimants sample, the male-female ratio was about 2 to 1 (see TABLE J). For the BLS event sample, the male-female ratio was approximately 3 to 1.

TABLE J: CLAIMANTS BY GENDER		
ALL SAMPLE CLAIMANTS	<u>total</u>	<u>% of total</u>
Male	10,467	67%
Female	5,135	33%
BLS EVENT CLAIMANTS	<u>total</u>	<u>% of total</u>
Male	354	74%
Female	126	26%

Gender, industry, and ethnicity- BLS event claimants

Within all industries, Filipinos comprised 47% of male claimants and 58% of female claimants. Whites were second in both gender categories, with 23% of males and 17% of females. In Agriculture, 70% of the males were Filipino, as were 93% of females. Filipino males comprised 56% of construction industry claimants, which had no females in the BLS event sample. Nearly two in five (39%) male claimants in the combined Transportation, Communications, and Utilities were Filipino, while close to one in three (31%) females were White. In the Services industry, about two in five (39%) male claimants were White, while about one in four (24%) males were Filipino. Also in Services, 46% of female claimants were Filipino, while 26% of females were White.

TABLE K: BLS EVENT CLAIMANTS BY GENDER AND INDUSTRY						
	<u>ALL INDUSTRIES</u>		<u>Agriculture</u>		<u>Construction</u>	
ETHNIC GROUP	<u>% male</u>	<u>% female</u>	<u>% male</u>	<u>% female</u>	<u>% male</u>	<u>% female</u>
Black	2%	2%	0%	0%	0%	-
Chinese	2%	2%	0%	2%	2%	-
Filipino	47%	58%	70%	93%	56%	-
Hawaiian	9%	7%	7%	4%	11%	-
Indian/Alaskan	1%	0%	0%	0%	0%	-
Japanese	4%	3%	5%	2%	6%	-
Other	11%	9%	6%	0%	9%	-
Other Asian	1%	1%	0%	0%	0%	-
Other Pacific Islander	0%	0%	0%	0%	0%	-
Spanish	1%	2%	0%	0%	0%	-
White	23%	17%	11%	0%	17%	-
gender as % of industry	74%	26%	68%	32%	100%	0%
	<u>TCU</u>		<u>Services</u>		<u>Government</u>	
	<u>% male</u>	<u>% female</u>	<u>% male</u>	<u>% female</u>	<u>% male</u>	<u>% female</u>
ETHNIC GROUP						
Black	2%	4%	0%	0%	24%	17%
Chinese	2%	4%	4%	0%	0%	0%
Filipino	39%	15%	24%	46%	14%	0%
Hawaiian	7%	8%	17%	13%	0%	0%
Indian/Alaskan	2%	0%	0%	0%	0%	0%
Japanese	3%	8%	3%	3%	5%	0%
Other	17%	23%	12%	10%	19%	17%
Other Asian	2%	4%	0%	0%	0%	0%
Other Pacific Islander	0%	0%	0%	0%	0%	0%
Spanish	1%	4%	1%	3%	0%	0%
White	23%	31%	39%	26%	38%	67%
gender as % of industry	77%	23%	66%	34%	78%	22%

Final payments- BLS event claimants

Out of a total of 480 BLS event claimants, 57 claimants or about 12% were issued final payments of unemployment insurance benefits during the period of October 2000- September 2001 (see TABLE L). Filipinos, whom comprised half of the BLS event claimants, had the most final payments issued at 46% of the total. In comparing significant differences in ethnic groups receiving final payments versus their representation in the BLS event sample, it is revealed that Native Hawaiians (21% to 9%) and the Other category (21% to 11%) have a greater percentage of those who have exhausted their benefits.

TABLE L: FINAL PAYMENTS –BLS EVENT CLAIMANTS		
ETHNIC GROUP	final payments	BLS events
Black	0%	2%
Chinese	2%	2%
Filipino	46%	50%
Hawaiian	21%	9%
Indian/Alaskan	0%	0%
Japanese	2%	4%
Other	21%	11%
Other Asian	0%	1%
Other Pacific Islander	0%	0%
Spanish	0%	1%
White	9%	21%
total final payments	57	

Continued claims filings by industry- BLS event claimants

Although most of the ethnic percentages of continued claimants both with and without earnings varied little from the percentages filing initial claims, there were some differences worthy of mention (see TABLE M). In Construction, Native Hawaiians were 21% of those filing at least one continued claim *without* earnings, while they were 9% of those filing only continued claims *with* earnings. In the combined Transportation, Communications, and Utilities industries, Whites comprised 22% of those filing at least one continued claim *without* earnings, while virtually none had filed only continued claims *with* earnings. In Services, while Filipinos were only 6% of those filing at least one continued claim *without* earnings, Filipinos comprised 56% of claimants filing only continued claims *with* earnings. Also in Services, Native Hawaiians were a much higher percentage of those filing at least one continued claim *without* earnings (38%) than of those filing only continued claims *with* earnings (9%). Native Hawaiians and the Other category were the only two ethnic categories to have a higher percentage of those filing at least one continued claim *without* earnings to those filing only continued claims *with* earnings. This is not surprising given that these two groups were also the only groups to have a higher percentage of final payments than their percentage of BLS event claimants.

TABLE M: CONTINUED CLAIMS FILINGS BY BLS EVENT CLAIMANTS						
	ALL CONTINUED CLAIMS			AGRICULTURE		
ETHNIC GROUP	cont claims %	w/o earn %	with earn %	cont claims %	w/o earn %	with earn %
Black	1%	2%	0%	0%	0%	0%
Chinese	1%	1%	1%	1%	1%	0%
Filipino	52%	48%	57%	73%	75%	70%
Hawaiian	11%	12%	9%	7%	6%	9%
Indian/Alaskan	1%	1%	0%	0%	0%	0%
Japanese	4%	4%	4%	5%	6%	4%
Other	12%	15%	7%	5%	8%	0%
Other Asian	0%	0%	1%	0%	0%	0%
Other Pacific Islander	0%	0%	0%	0%	0%	0%
Spanish	1%	1%	1%	1%	1%	0%
White	18%	17%	20%	8%	3%	17%
	CONSTRUCTION			TCU		
ETHNIC GROUP	cont claims %	w/o earn %	with earn %	cont claims %	w/o earn %	with earn %
Black	0%	0%	0%	3%	3%	0%
Chinese	0%	0%	0%	3%	2%	8%
Filipino	52%	47%	57%	38%	43%	15%
Hawaiian	14%	21%	9%	7%	5%	15%
Indian/Alaskan	0%	0%	0%	3%	3%	0%
Japanese	5%	5%	4%	5%	3%	15%
Other	12%	16%	9%	21%	19%	31%
Other Asian	0%	0%	0%	1%	0%	8%
Other Pacific Islander	0%	0%	0%	0%	0%	0%
Spanish	0%	0%	0%	1%	0%	8%
White	17%	11%	22%	18%	22%	0%
	SERVICES			GOVERNMENT		
ETHNIC GROUP	cont claims %	w/o earn %	with earn %	cont claims %	w/o earn %	with earn %
Black	0%	0%	0%	17%	17%	*
Chinese	1%	0%	2%	0%	0%	*
Filipino	37%	6%	56%	0%	0%	*
Hawaiian	20%	38%	9%	0%	0%	*
Indian/Alaskan	0%	0%	0%	0%	0%	*
Japanese	0%	0%	0%	8%	8%	*
Other	12%	21%	7%	25%	25%	*
Other Asian	0%	0%	0%	0%	0%	*
Other Pacific Islander	0%	0%	0%	0%	0%	*
Spanish	1%	3%	0%	0%	0%	*
White	29%	32%	26%	50%	50%	*

SUMMARY

Upon detail study of the sample, typical characteristics of initial claimants of mass layoff events became readily apparent. Native Hawaiian mass layoff event claimants, while exhausting their payment benefits in greater proportion, were actually less represented in mass layoff events in comparison to their share of total initial claims filings. On the other hand, Filipinos, the ethnic group with the 3rd largest statewide labor force³, were clearly over represented in mass layoff events. Filipinos had the greatest number of mass layoff event claimants in all counties, particularly on the Big Island and Kauai, where they comprised about two-thirds of the claimants. This was due in large part to agriculture, an industry in which three-quarters of the sample claimants were Filipino. A further look into Agriculture revealed that older Filipinos were a significant number of initial claimants in the industry. Filipinos also filed claims at a high rate in construction, with over two-thirds of the industries' sample claimants on Oahu, where the bulk of the industries' sample claims were filed. In the hotel sector, Filipinos accounted for over two-fifths of the sample claims. In conclusion, it was found that Filipinos were overly represented in mass layoff events, most probably due to their generally acknowledged high labor participation rates in the volatile industries of agriculture, construction, and hotels.

³ Hawaii State Department of Labor & Industrial Relations Labor Market Research Section, *Labor Force Information by Sex and Race*, Table 1A State of Hawaii 2001

TECHNICAL NOTES

As stated earlier, because only a sample (week of the 12th) of a month's initial unemployment claims file was utilized for the report, data compiled in this report does not include the entire number of claimants associated with the mass layoff events linked to those in this sample. To illustrate, there are 480 initial claims in the sample linked with 25 'BLS-level' events, yet the *total* initial claims associated with the 25 events is 4,418. What should also be recognized is that the mass layoff events associated with the claimants in the sample is not a complete list of 'BLS events' occurring during the chosen 12-month period, as only events that had claimant filings falling within the sample weeks were included. For the complete period of October 2000- September 2001, there were 34 'BLS-level' events. Finally, it should be noted that the Unemployment Insurance (UI) Division of the State of Hawaii Department of Labor and Industrial Relations assigns ethnicity of a claimant based on visual observation only. As a result, the accuracy of ethnicity data is subject to 'human error' of staff at the UI offices. Also, partially due to this method of classification, there is of a high percentage of claimants classified in the "Other" ethnic category.

DEFINITIONS

- initial claim:** A notice of unemployment filed in person, by mail, or telephone to request a determination of entitlement to and eligibility for unemployment insurance compensation.
- continued claim:** A claim filed after the initial claim for payment for one or more weeks of unemployment.
The Mass Layoff Statistics program tracks continued claims only during the Current Population Survey reference week of the 12th of a given month.
- continued claim without earnings** A continued claim filed for a time period during which the claimant received no pay from employment.
- BLS event:** A layoff in which 50 or more initial claims is filed against an employer during a consecutive five week period, with 50 or more separations expected to last longer than 30 days.
- final payment:** The last payment to a claimant which exhausts the individual's maximum potential benefit entitlement under a specific program.